Hillsborough Township Public Schools

Central Administration Performance Pay Value Statement

Hillsborough Township Public Schools has exceptional Central Administration who is dedicated and passionate about the district and its future. In an effort to compensate these valued staff appropriately, to incentivize even greater performance from this staff, and to provide a clear rationale to the public for any increases in pay for these high level employees, Hillsborough Township Public Schools wishes to implement a performance-based system of compensation for its Central Administrators.

There are a number of values Hillsborough wishes this performance pay system to embody. First and foremost the system should be fair, transparent, and understandable to the affected employees and the community. The system should document and clarify the expectations of the community for the district and the staff. It should welcome and stand up to public inquiry and scrutiny. The system should be in line with the Board’s strategic vision for the district and reward progress toward and the fulfillment of this vision.

The system should be sensitive to the market for educational leaders and support both the retention of the district’s current talent and allow the district to effectively recruit for any openings through offering significant rewards for truly exceptional performance.

Performance pay in Hillsborough should rely on multiple measures to determine performance. Foremost among these measures should be those related to student achievement. Also included in these measures should be individualized performance assessments and lofty but achievable individualized goals for each administrator. Systems that measure performance will be significantly evaluated and improved through this process.

The system of performance pay in Hillsborough should enhance the prestige of the district and be something the organization and the community is proud of. To accomplish this, the system should be adaptive and growing. It should be able to change over time as new ideas and new priorities emerge.

Finally, this system will encourage significant professional growth among the administration. Through systemic self-reflection and through meaningful, honest, and authentic conversations about performance the administration will aspire to and achieve significant successes and ultimately build on the successful traditions and past of this school district while growing world class schools for this very special community.